

## **Exhibit F**

**OFFSHORE BRANCH  
TECHNIP OFFSHORE UK LIMITED**

**Roland DALY**

**10 October 2003**

**International mobility contract addendum -**

Dear Roland,

We are pleased to confirm hereunder your employment conditions as part of your transfer to **Seal Engineering** in Nîmes, France.

**1. Position**

Your position for the duration of your assignment is **Subsea Engineer**, reporting to Mr. Ange LUPPI.

You remain as part of Technip Offshore UK Ltd and any changes to your Contract of Employment will be generated by Technip Offshore UK Ltd.

**2. Term**

This Contract Addendum becomes effective on **01 October 2003 until 11 February 2005**.

Nevertheless, assignment duration can be shortened or extended, according to a joint agreement of the management of both host and home units, with a notice period of three (3) months.

The notice of termination of employment which you must give during this assignment is one (1) months, which must also be given in writing. Such notice will be reciprocated by the Company.

**3. Work Location, Work-week**

You are based at Seal Engineering's premises in Nîmes – France. Working hours and work-week are fixed by the local Manager and as per requirements and local regulations.



## **4. Remuneration, advantages and mobility conditions**

- 4.1** Your annual base salary remains 30,859 GBP per year. During your assignment within Seal Engineering, your base salary will be revised in accordance with Technip Offshore UK Ltd annual salary review policy.
- 4.2** Your Goods and Services budget in France will remain equivalent to the one you have in United Kingdom. Consequently, a cost of living differential, if any, which is reckoned in accordance with your base salary and on the basis of data provided by a consultant selected by the company, is included in your mobility package. This cost of living differential will be reviewed every 6 months (1<sup>st</sup> January, 1<sup>st</sup> July).
- "Goods and Services budget UK/France" data dated 10 October 2003 are applicable. Referring to these data, the cost of living differential allowance for a single, and reckoned in accordance with your base salary is amounting to 3,155 GBP per year. The cost of living differential allowance is paid on a monthly basis.
- 4.3** You have already been paid, in February 2002 and 2003, a tax free mobility premium amounting to 10% and 7% of your annual base salary. Consequently, you will be paid in February 2004, a tax free mobility premium amounting to 4 % of your annual base salary.
- 4.4** Your assignment to Seal Engineering is carried out under the International mobility conditions in force within the Offshore Branch of the Technip Group. These conditions are defined in the 12 PER T 002 rev. 4.
- Should the International Mobility Policy be revised during your assignment to France, any changes will only apply with your prior agreement for the remainder of your assignment.
- 4.5** You must commit yourself to comply with Seal Engineering internal rules and policies with regard to your relocation in France.

## **5. Accommodation**

Accommodation remains provided in accordance with the International Mobility Conditions in force within the Offshore Branch of the Technip Group. You will benefit from a monthly housing allowance (including utilities) fixed according to internal rules defined by Seal Engineering.

In addition, your housing tax ("taxe d'habitation" only) will be paid by Seal Engineering. The housing insurance will also be paid by Seal Engineering but only as part of a housing rental; if you decide to buy a house, the housing insurance will be at your expense.

As part of your transfer from Paris to Nîmes, removal and temporary storage expenses including insurance and taxes will be refunded by Seal Engineering. The furniture volume is limited to 30 (thirty) cubic metres. When returning to your home unit in United Kingdom, this will be increased by 5 (five) cubic metres.

## **6. Home country return allowance**

When returning to your home unit, and if you did not keep your accommodation in United Kingdom for the duration of your assignment in France, you will be paid a return allowance for the purchase of goods such as electrical equipment, cleaning expenses, painting and repairs as per International mobility conditions in force and internal rules defined by your home unit. This allowance is only paid upon production of receipts and invoices corresponding to the relocation expenses as defined by your home unit.

## **7. Bank charges**

The bank charges incurred by the regular salary transfers (one per month) from your bank account in United Kingdom to your bank account in France will be paid by Seal Engineering.

## **8. Travel**

Seal Engineering will pay for one (1) economic class return air ticket Paris/Aberdeen (corporate fares) per year, using the most direct route between home and host countries.

The non-utilization of this ticket can not lead to financial compensation.

Transfer between Nîmes and Paris by train – TGV - will be paid by Seal Engineering.

## **9. Paid holidays**

You are entitled to the same number of annual holidays as if working in your home unit, except for public holidays in which case you will benefit from French public holidays only.

## **10. Car**

As you do not receive a car in the framework of your international mobility to Seal Engineering, the company will grant you an interest free loan to be repaid over the duration of your assignment. The total cost of the loan will have an upper limit based on the buying price of a C category car in France, that is 16,700 Euros.

## **11. Medical Coverage and Pension**

Medical coverage insurance and pension plan remain as in your home country. You will also benefit from a repatriation/emergency insurance.

## **12. Tax Equalization**

You will not bear a higher tax on your salaried income than the one normally paid in United Kingdom. The tax equalization principle does not take into account the private incomes.

A hypothetical amount of salaried income tax, which is calculated according to your overall income and UK taxation rules, will be deducted from your salary on a monthly basis.

Contractual annual base salary, bonus and fringe benefits (car if any) taxable in United Kingdom are included in your home overall income. Fringe benefits related to international mobility status are excluded.

As part of your international mobility, Seal Engineering will pay for income taxes (salaried income tax and taxes relating to any fringe benefits related to international mobility status) you owe in France. Income tax surcharges directly due to your transfer abroad will be paid by Seal Engineering.

You must agree to make all legal declarations required by the French administrative and fiscal authorities. Consequently, you will benefit from tax assistance once a year from a tax advisor selected by Seal Engineering.

## **13. Litigation**

This Contract Addendum has been drawn up under the UK employment legislation, with the exception of employment conditions which are mandatory under French employment legislation. Any litigation arising from this Contract Addendum will be considered under the UK employment legislation.

## **14. Re-integration**

Upon successful completion of your assignment in France, you will be repatriated to your home unit. Your home country manager will identify and evaluate appropriate career opportunities with you prior to your return. Except in case of serious failure in performance, or improper conduct, every effort will be made to offer you a suitable position within your home unit or alternatively elsewhere within the Technip group.

## **15. Breach of Contract**

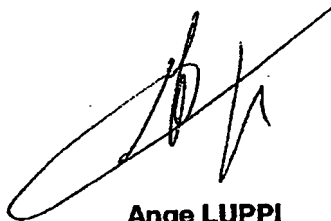
The UK employment legislation will apply in all cases including contract breach and for all notice periods.

Repatriation expenses in the home country will be paid by the company.

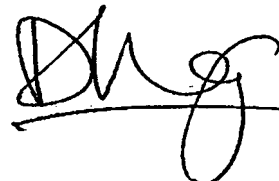
We hope you agree on the above contract addendum conditions. Can you please send to the Group Human Resources Department all the copies of this contract duly signed and notated as "read and approved", and initial all pages.



**Roland DALY**  
Subsea Engineer



**Ange LUPPI**  
Managing Director,  
Seal Engineering



**Ian STEVENSON**  
Managing Director,  
Technip Offshore UK Ltd

DAVID KAYE  
O&G MANAGER

UNITED STATES OF AMERICA  
COMBINED DECLARATION AND POWER OF ATTORNEY FOR PATENT APPLICATION

OPGS FILE NO.  
P/3255-103

As a below named inventor, I hereby declare that my residence, post office address and citizenship are as stated below next to my name; that I verify both that I am the original, first and sole inventor (if only one name is listed below) or a joint inventor (if plural inventors are named) of the subject matter which is claimed and for which a patent is sought on the invention entitled:

**METHOD AND SYSTEM FOR STARTING UP A PIPELINE**

the specification of which is attached hereto, unless the following box is checked:

☒ was filed on March 9, 2005 as United States patent Application Number or PCT International patent application number PCT/FR2005/000558 and was amended on \_\_\_\_\_ (if any).

I hereby state that I have reviewed and understand the contents of the above identified specification, including the claims, as amended by any amendment referred to above.

I acknowledge the duty to disclose all information known to be material to patentability in accordance with Title 37, Code of Federal Regulations, §1.56.

I hereby claim priority benefits under Title 35, United States Code §119 of any foreign application(s) for patent or inventor's certificate or United States provisional application(s) listed below and have also identified below any foreign application for patent or inventor's certificate having a filing date before that of the application on which priority is claimed:

Prior Foreign or Provisional Application(s)

COUNTRY	APPLICATION NUMBER	DATE OF FILING (day, month, year)	PRIORITY CLAIMED UNDER 35 U.S.C. 119
France	0402685	09 March 2005	YES <input checked="" type="checkbox"/> NO <input type="checkbox"/>
			YES <input type="checkbox"/> NO <input type="checkbox"/>
			YES <input type="checkbox"/> NO <input type="checkbox"/>

I hereby claim the benefit under Title 35, United States Code, §120 of any United States application(s) listed below and, insofar as the subject matter of any of the claims of this application is not disclosed in the prior United States application in the manner provided by the first paragraph of Title 35, United States Code, §112, I acknowledge the duty to disclose information which is material to patentability as defined in Title 37, Code of Federal Regulations, §1.56 which became available between the filing date of the prior application and the national or PCT international filing date of this application.

UNITED STATES APPLICATION NUMBER	DATE OF FILING (day, month, year)	STATUS (patented, pending, abandoned)

I hereby appoint customer no. 2352 OSTROLENK, FABER, GERB & SOFFEN, LLP, and the members of the firm, Samuel H. Weiner - Reg. No. 18,510; Robert C. Faber - Reg. No. 24,322; Max Moskowitz - Reg. No. 30,576; James A. Finder - Reg. No. 30,173; William O. Gray, III - Reg. No. 30,944; Louis C. Dujmich - Reg. No. 30,625; and Douglas A. Miro - Reg. No. 31,643, as attorneys with full power of substitution and revocation to prosecute this application, to transact all business in the Patent & Trademark Office connected therewith and to receive all correspondence.

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I hereby declare that all statements made herein of my own knowledge are true and that all statements made on information and belief are believed to be true and further that these statements were made with the knowledge that willful false statements and the like so made are punishable by fine or imprisonment, or both, under Section 1001 of Title 18 of the United States Code, and that such willful false statements may jeopardize the validity of the application or any patent issued thereon.

FULL NAME OF SOLE OR FIRST INVENTOR  
Ange LUPPI

INVENTOR'S SIGNATURE 

DATE 20/11/2006

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FULL NAME OF SECOND JOINT INVENTOR (if any)  
Roland DALY

INVENTOR'S SIGNATURE

DATE

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